



DEPARTMENT OF THE NAVY  
OFFICE OF THE SECRETARY  
1000 NAVY PENTAGON  
WASHINGTON, D.C. 20350-1000

01-17-06

MEMORANDUM FOR DISTRIBUTION

Subj: NATIONAL SECURITY PERSONNEL SYSTEM REVISED SCHEDULE

I would like to apprise you of some key events surrounding the implementation of the National Security Personnel System (NSPS) and how these events are impacting the NSPS deployment schedule.

As I informed you in my 27 December 2005 memo, the NSPS Program Executive Office (PEO) is assessing the design of the NSPS performance management system with the goal of making it more results-oriented, simple, clear, and understandable. We expect the re-design of the performance system to be completed in late February 2006. Continuing collaboration with national union representatives on the performance aspects of NSPS, and any other areas of the NSPS system affected by the new performance design, should be completed shortly thereafter.

These events will impact the NSPS deployment schedule as follows:

- The number of Department of Defense employees in Spiral 1.1 will be reduced to about 11,000. The Department of the Navy (DON) participation in Spiral 1.1 will decrease from 12,500 employees in twelve Major Commands to about 4,300 employees in six Major Commands. Within the DON, we are continuing our strategy of initial deployment primarily to Headquarters organizations so we can firmly establish strategic alignment within our Commands. The DON Commands in Spiral 1.1 are:
  - Naval Sea Systems Command (NAVSEA) Headquarters and Program Executive Offices
  - Office of Civilian Human Resources and its six US Human Resources Service Centers
  - Human Performance Center
  - Strategic Systems Program Office
  - Joint Warfare Analysis Center
  - Commander, U.S. Pacific Fleet
- The start date for Spiral 1.1 is now projected for 30 April 2006. The rating cycle will extend through October (six months) and the NSPS payout for Spiral 1.1 Commands will occur in January 2007.
- The start dates for Spiral 1.2 are projected for 1 October 2006 and for Spiral 1.3, January 2007. We are working with the Major Commands to determine those Commands/activities that will participate in Spiral 1.2 and 1.3.

- NSPS workforce training, originally scheduled to begin this month, will be postponed until mid-March 2006.

The NSPS PEO has solicited the DON's help in piloting and assessing the NSPS training methodologies, products, and practices. We have asked NAVSEA to assume this task and to pilot the NSPS Human Resources Elements and Performance Management courses to its Headquarters office and PEOs, about 2,500 people. NAVSEA has agreed, and expects to begin the pilots later this month.

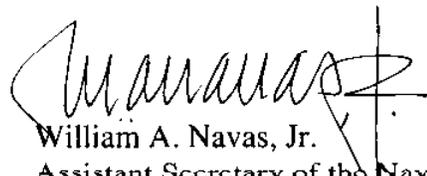
I encourage those of you who will deploy in subsequent Spirals to continue your preparations for NSPS by making the following tasks a priority:

- Continue communicating NSPS to the workforce, both military and civilian.
- Encourage your workforce to complete the behavioral "soft skill" training that addresses the NSPS competencies.
- Continue working on your Command strategic plans and communicate the strategic goals and objectives throughout the workforce.
- Discuss with your workforce how their goals and objectives support the Command strategic plans and practice setting measurable performance objectives with them.
- Continue the workforce analysis needed to identify your Command pay pools.

Please notify your workforce of these changes and work with your Human Resources Office staff to provide notification to your local unions.

Ensuring that we "take the time to do this right" has always been a principle in our event-driven implementation approach. These schedule adjustments reflect our commitment to "do it right" and deploy the best Human Resources system possible.

Thank you for your continued support.



William A. Navas, Jr.  
Assistant Secretary of the Navy  
(Manpower and Reserve Affairs)

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